



**Bargaining Team**

## **CBA Articles Change Digital Form**

Team # 1  
Members:  
Julie DeVoe  
Kim Voos  
Date: 4/28/16

Article Number to Be Changed: 1

Affects other Articles Sect

Section Number to Be Changed: 1, 2, & 4

Change to the Following Verbiage:

### **ARTICLE 1 - RECOGNITION**

Section 1. The City recognizes ~~the~~ COBEA as the sole and exclusive representative with respect to ~~wages, hours, and conditions of employment for all employees included in the bargaining unit.~~ **wages, hours, benefits, and mandatory conditions of employment and other matters affecting members for all employees of the bargaining unit.**

Section 2. Employees who are subject to the terms of this Agreement shall include employees whose job titles are included in ~~the~~ COBEA pay schedule within this Agreement whose positions are (1) Regular full-time and (2) Regular part-time, **(3) Limited Term, (4) Retiree Rehire (employee currently receiving Oregon PERS or other retirement benefits) and Temporary Employees who are employed full time for more than six consecutive months.**

Management, confidential and supervisory personnel, and any other classified employee mutually agreed upon are excluded. Temporary ~~(employed for less than a year and less than 2080 hours)~~ **(employee hired to work six months or 1040 hours in a calendar year and shall be used for the purpose of meeting emergency, non-recurring or short term work load needs),** Intermittent (less than 600 hours in any calendar year) **and** Volunteer (appointment under ORS 657.015, to which the appointee donates services without receiving or expecting remuneration), ~~and Retiree Rehire (employee currently receiving Oregon PERS or other retirement benefits)~~ employees are excluded from the Association. ~~Employees hired into Limited Term positions are subject to the terms of this Agreement, excluding Article 16 — Layoff, and Article 17 — Seniority.~~ Benefits, accruals and other conditions of employment for regular part-time COBEA members who work an average of 20 - 29 hours per week shall be pro-rated at 50% of the level provided to full time members. ~~and for part time COBEA members who work an average of 30—39 hours per week shall be pro-rated at 75% of the level provided to full time members.~~

Section 4. The City, when exercising the right to create, **reclassify** or combine positions shall notify COBEA in writing and in a timely manner. If a dispute exists concerning the appropriateness of inclusion or exclusion of a position, the parties shall meet to discuss the issues. If after the meeting the dispute remains, either party may petition the Employment Relations Board for unit clarification.

Reasoning:

Article 1 Sec 1: To maintain and be consistent and with our preamble. We believe this was a scribes error.

Article 1 Sec 2: We recommend the reorganization of this section for the purposes of clarification. Also, it has come to the attention of the COBEA that there are more retire rehire and temporary employees working in COBEA represented positions and we believe it is in the best interest of the COBEA and the City of Bend to have those employees included in the Association.

Article 1 Sec 4: Additional word added to update how some of the changes to some job classifications are described. Article 13 Salary Administration Section 8; Position Reclassification.

Notes:

4/28/16 City/COBEA Bargaining Meeting changes –

- Sec. 1: ~~and other matters affecting members~~ - deleted this statement based on - consensus.
- Section 2 – delete “the” from in front of COBEA; add hours behind 1040 in par 2 of Sec.2., based on consensus.